

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF THE COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING
UNIT 8 (BU 8)**

**Exclusive Employee Representative
CDF Firefighters (CDFF)**

Number of Employees: Approximately 4,627 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Effective with the pay period following legislative enactment (no earlier than October 31, 2010), Bargaining Unit 8 (BU 8) Peace Officers/Firefighter (POFF) retirement members, first employed by the state, will be subject to the “New 2010 Retirement Formula” of 3% at age 55 (from current 3% at 50).
- Effective with the pay period following legislative enactment (no earlier than October 31, 2010), BU 8 Miscellaneous and Industrial First Tier retirement members, first employed by the state, will be subject to the “New 2010 First Tier Retirement Formula” of 2% at age 60 (from 2% at 55).
- For employees hired on or after the pay period following legislative enactment (no earlier than October 31, 2010), retirement benefits will be based on the employees’ highest consecutive 36-month salary (instead of current single-highest year).

Employee Pension Contribution

- Effective with the pay period following legislative enactment (no earlier than September 1, 2010) current BU 8 POFF members shall have their pension contribution increased from 6% to 10% of monthly compensation over \$238.
- Effective with the pay period following enactment (no earlier than September 2010 pay period) BU 8 Miscellaneous and Industrial shall have their pension contribution increased from 5% to 10% of monthly compensation over \$513.

CalPERS Transparency

- To ensure the sustained funding and solvency of the retirement system, CDFF agrees it will not oppose legislation requiring CalPERS to use supportable assumptions and data that will be evaluated by another party who is agreeable to DPA and CDFF.

II. Compensation

Adjusted Pay Ranges

- Effective January 1, 2012 all BU 8 represented classifications subject to POFF retirement shall be adjusted by increasing the maximum step of the pay range by 4%. This only applies to BU 8 employees who reach the top step of the pay range.
- Effective January 1, 2012 all BU 8 represented classifications subject to Miscellaneous First Tier retirement shall be adjusted by increasing the maximum step of the pay range by 5%. This only applies to BU 8 employees who reach the top step of the pay range.

III. Miscellaneous

- The State will not implement a new furlough program for BU 8 employees during the term of this contract which expires July 1, 2013.
- If any other State bargaining units enter into an agreement that does not have pension reform and provides a greater value than that provided to BU 8, then CDFF may reopen related economic provisions of its MOU and meet and confer in good faith and discuss the similar or equivalent increases to be provided to CDFF members and the implementation plan.
- The State and CDFF agree to present to the Legislature as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic term of this MOU through July 1, 2013.
- The State and CDFF agree to delete Lincoln's Birthday and Columbus Day from the list of holidays that receive holiday-in-lieu designation.

IV. Duration

- July 1, 2010, through July 1, 2013

V. Agreement

- The complete Tentative Agreement between the State and CDF (BU 8) is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>